Faculty/Staff Directory

James Shuls, Ph.D.

Assistant Professor

Department of Educator Preparation and Leadership

James V. Shuls is an assistant professor and the graduate program director of educational leadership and policy studies at the University of Missouri – St. Louis. He earned his Ph.D. in education policy from the University of Arkansas. He also holds a bachelor's degree from Missouri Southern State University and a master's degree from Missouri State University, both in elementary education. Prior to joining UMSL, he served as the director of education policy for the Show-Me Institute, where he is currently a distinguished fellow of education policy. Previously, he taught first grade and fifth grade in the Republic, MO R-III School District.

Dr. Shuls' research focuses primarily on teacher labor markets, school finance, and school choice. He has served as an expert witness in the school finance case *Martinez/Yazzie v. New Mexico*. His research has been published in various scholarly journals, such as: *Social Science Quarterly*, *The Rural Educator*, *Educational Policy*, the *Journal of Education Finance*, and the *Journal of School Choice: International Research and Reform*, where he serves on the editorial board. Additionally, he has been featured in numerous popular print publications and has made many appearances on talk radio programs and television news.

PERSONAL SITE

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Recent Activity | Curriculum Vitae

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PROFESSIONAL EXPERIENCE

University of Missouri – St. Louis (August 2014 – Present)

Assistant Professor, Educational Leadership & Policy Studies

Educational Leadership Program Director (May 2016 – Present)

Assistant Department Chair (May 2016 – Present)

The Show-Me Institute, St. Louis, MO (July 2012 – August 2014)

Director of Education Policy (January 2014 – August 2014)

Education Policy Analyst (July 2012 – December 2014)

Republic R-III School District, MO (January 2005 – August 2009)

5th Grade: Math and Social Studies Classroom Teacher

1st Grade: Classroom Teacher

Kindergarten: Summer School Classroom Teacher

2nd Grade Reading Paraprofessional

Missouri Certifications

 Elementary Education, Career CPC, Grades 1-6

 Early Childhood Education, Career CPC, Birth-Grade 3

EDUCATION

Ph.D. in Education Policy, University of Arkansas (2013)

M.S.E. in Elementary Education, Missouri State University (2007)

B.S.E. in Elementary Education, Missouri Southern State University (2004)

OTHER AFFILIATIONS

Distinguished Fellow of Education Policy, Show-Me Institute (2014 – Present)

Fellow, The Hammond Institute at Lindenwood University (2015 – Present)

Fellow, EdChoice (2017 – Present)

Editorial Board, Journal of School Choice (2015 – Present)

RESEARCH INTERESTS

Education policy, Education labor markets and pay systems, School finance, Educational leadership, & School systems

HONORS AND AWARDS

University of Missouri-St. Louis Junior Faculty Investigator of the Year (2017)

Artinian Travel Award, Southern Political Science Association (2017)

Doctoral Academy Fellow, University of Arkansas (2009 – 2012)

Will Myers Memorial Scholarship, Association for Education Finance and Policy (2012)

Prestage Cook Award, Southern Political Science Association (2011)

Hayek Fund for Scholars Award, Institute for Humane Studies (2011)

Omicron Delta Kappa, National Leadership Honor Society (2003)

SCHOLARLY PRODUCTIVITY

PEER-REVIEWED JOURNAL ARTICLES

(9) **Shuls, J.V.** (2018). School choice: The personal and the political. *Journal of School Choice: International Research and Reform*, 12(1), 80-97, DOI 10.1080/15582159.2017.1374151

(8) **Shuls, J. V.** (2017). Examining inequities in teacher pension benefits. *Journal of Education Finance*. 42(4).

(7) **Shuls, J. V.** (2017). Raising the bar on teacher quality: Assessing the impact of increasing licensure exam cut scores. *Educational Policy*,

(6) **Shuls, J.V.** & Trivitt, J. (2015). Teacher qualifications and productivity in U.S. Secondary Schools. *Journal of School Choice: International Research and Reform*. 9(1), 49-70.

(5) **Shuls, J.V.** & Trivitt, J. (2015). Teacher Effectiveness: An analysis of licensure screens. *Educational Policy*. 29(4), 645-675.

(4) Bowen, D.H., Buck, S., Deck, C., Mills, J., & **Shuls, J.V.** (2015). Risky Business: An experimental analysis of teacher risk preferences. *Education Economics*. 23(4), 470-480.

(3) **Shuls, J. V.** (2014). Analysis of superintendent survey responses regarding teacher tenure. *eJournal of Education Policy*, Fall, 1-9.

(2) **Shuls, J.V.** & Maranto, R. (2014). Show them the mission: A comparison of

materialistic and idealistic recruitment incentives in high need communities. *Social Science Quarterly,* 95(1), 239-253.

(1) Maranto, R. & **Shuls, J.V.** (2012) How to get them on the farm? Efforts to improve rural teacher recruitment and retention in Arkansas. *Rural Educator.* 34(1), n1.

EDITOR-REVIEWED PUBLICATIONS

(4) **Shuls, J.V.** (Forthcoming). Financing School Choice: How program design impacts

issues regarding legality and equity. *Kansas Journal of Law & Public Policy*

(3) **Shuls, J.V.** & Ritter, G.W., (2013). Teacher Preparation: not an either/or. *Phi Delta Kappan.* 94(8). pp. 28-32.

(2) Ritter, G.W. & **Shuls, J.V.** (2012). If a tree falls in a forest, but no one hears… *Phi Delta Kappan.* 94(3). pp. 34-38.

(1) Maranto, R. & **Shuls, J.V.** (2011). Lessons from KIPP Delta. *Phi Delta Kappan.* 93(3). pp. 52-56.

BOOK CHAPTERS

(1) **Shuls, J.V.** (In Press) (Invited chapter in, "Rural Schooling Across America." Eds. Michael McShane & Andy Smarick). Financing rural schools: Are local control and equity at odds?

BOOK REVIEWS

(3) **Shuls, J.V.** (forthcoming). Review of "When school policies backfire: How well-

intentioned measures can harm our most vulnerable students. *Public Administration*

Review.

(2) **Shuls, J.V.** (2016). Review of "Work hard, be hard: Journeys through "No Excuses" teaching. *Journal of School Choice: International Research and Reform.* 10(3), pp. 402-403

(1) **Shuls, J.V.** (2013). The book that got me to leave the classroom. *Journal of School Choice: International Research and Reform.* 7(3), pp. 424-425.

REPORTS & ESSAYS

(15) McShane, M. & **Shuls, J.V.** (2017). Teachers' opinions on Missouri's public school retirement system. *Show-Me Institute.*

(14) **Shuls, J.V.** (2017). Is Missouri's teacher pension system unfair? *Show-Me Institute.*

(13) **Shuls, J.V.** (2017). Values-based education: How education savings accounts provide options. *Texas Public Policy Foundation.*

(12) Rathbone, M. & **Shuls, J.V.** (2015). Betting on the big returns: How Missouri teacher pension plans have shifted to riskier assets. *Show-Me Institute.*

(11) Fallon, A. J. & **Shuls, J.V.** (2015). Vacant school buildings: An examination of Kansas City and Saint Louis. *Show-Me Institute.*

(10) **Shuls, J.V.** (2015). Interdistrict choice for students in failing schools: Burden or boon? *Show-Me Institute.*

(9) **Shuls, J.V.** with West, C. & Davis, A. (2014). Decentralization through centralization: The story of the recovery school district. *Show-Me Institute.* Case Study, No. 22.

(8) **Shuls, J.V.** (2014). Available Seats? Survey analysis of Missouri private school participation in potential state scholarship programs. *Show-Me Institute.*

(7) **Shuls, J.V.** & Barnes, K. (2013). The Power to Lead: Analysis of Superintendent Survey Responses Regarding Teacher Tenure. *Show-Me Institute.*

(6) **Shuls, J.V.** (2013). Redefining Public Education. *Show-Me Institute.*

(5) **Shuls, J.V.** (2013). Public Dollars, Private Schools: Examining the Options in Missouri. *Show-Me Institute.*

(4) **Shuls, J.V.** (2012). A primer on Missouri's foundation formula for K-12 public education. *Show-Me Institute.* Policy Study (35).

(Revised edition, 2017)

(3) **Shuls, J.V.** (2012). The salary straitjacket: The pitfalls of paying all teachers the same. *Show-Me Institute.*

(2) **Shuls, J.V.**, Burks, S. M., & Ritter, G. W. (2012). What do schools look for in prospective teachers? An analysis of teacher application documents? *Office for Education Policy,* Department of Education Reform, University of Arkansas.

(1) **Shuls, J.V.**, Jensen, N.C., Rose, C.P., Ritter, G.W. (2010). Comprehensive Analysis of Arkansas Teacher Salaries: State, Region, and District. *Office for Education Policy,* Department of Education Reform, University of Arkansas.

EXTERNAL FUNDING

(5) Laura and John Arnold Foundation. *Undermining equity: How state pension subsidies favor wealthy school districts.* (2018-2020). Requested amount: $156,930.

Co-PIs: Robert Costrell, University of Arkansas

Collin Hitt, Southern Illinois University

(4) The Charles Koch Foundation. *Examining Inequities in Teacher Pension Wealth.* Principal Investigator. (2016-2017). $30,000

(3) The Kemper Foundation. *Evaluation of Missouri's Inter-District Transfer Laws*. Principal Investigator. (2014-2015). $25,000.

(2) The Walton Family Foundation. *Evaluation of Missouri's Inter-District Transfer Laws*. Principal Investigator. (2014-2015). $40,000.

(1) The Walton Family Foundation. *Analysis of private school market in Kansas City and St. Louis.* Principal Investigator. (2013-2014). $25,000.

Total External Funding: $276,930

INTERNAL FUNDING

(2) University of Missouri – St. Louis Research Award. *Undermining Equity: A Pilot Study of Illinois Teacher Pension Funding Policy*. Principal Investigator. (2017-2018). $4, 965.

(1) University of Missouri Research Board. *Examining Inequities in Teacher Pension Wealth.* Principal Investigator. (2015-2016). $13,757.

Total Internal Funding: $18,722

NATIONAL & INTERNATIONAL RESEARCH PRESENTATIONS & PANELS

(25) DeAngelis, C. & **Shuls, J.V.** (2018). School choice benefits teachers too? The effect of school choice programs on teacher salary and employment opportunity. *Presented at the Association for Education Finance and Policy's annual meeting.*

(24) **Shuls, J. V**. & Tipping, A. (2018). Are public pensions regressive? Calculating internal rates of return for public school district salary schedules. *Presented at the Association for Education Finance and Policy's annual meeting.*

(23) (Invited Presenter) The Future of Education seminar hosted by the Institute for Humane Studies. Charleston, S.C.

(22) **Shuls, J. V.** & Tipping, A. (2018). Are public pensions regressive? Calculating internal rates of return for public school district salary schedules. *Presented at the Southern Political Science Association's annual meeting.*

(21) (Invited Presenter) Rural Education in America: Challenges and Promise. Hosted by the American Enterprise Institute.

(20) **Shuls, J.V.** (March 2017). Pension Winners and Losers: How salary schedules impact retirement benefits. *Presented at the Association for Education Finance and Policy's annual meeting.*

(19) **Shuls, J.V.** (February 2017). Pension Winners and Losers: How salary schedules impact retirement benefits. *Presented at the National Education Finance Conference.*

(18) **Shuls, J.V.** (June 2016). Examining inequities in teacher pension benefits. *Presented at the Association for Public Policy Analysis and Management's International conference in London.*

(17) **Shuls, J.V.** (March 2016). Examining inequities in teacher pension benefits. *Presented at the Association for Education Finance and Policy's annual meeting.*

(16) **Shuls, J.V.** (November 2015). Examining inequities in teacher pension wealth. *Presented at the Association for Public Policy Analysis and Management's annual meeting.*

(15) **Shuls, J.V.** & Wolf, P.J. (May 2015). School vouchers and racial politics in the U.S.: Explaining the strange bedfellows supporting and opposing private school choice. *Workshop: Public Opinion and the Political Economy of Education* – hosted by the Ifo Institute for Economic Research at the University of Munich and the Program on Education Policy and Governance at Harvard University.

(14) **Shuls, J.V.** (February 2015). Inter-district choice for students in failing schools: Burden or boon? *Presented at the Association for Education Finance and Policy's annual meeting.*

(13) (Panel Organizer) What is in store for the Common Core?: The politics and policy of implementation. (2015). *Panel Session at the Association for Education Finance and Policy's annual meeting.* Panelists include: Michael Q. McShane, Morgan S. Polikoff, Ashley E. Jochim, **James V. Shuls**, and Andy Smarick (chair).

(12) **Shuls, J. V.** & Wolf, P. J. (August 2014). School vouchers and racial politics in the U.S.: Explaining the strange bedfellows supporting and opposing private school choice. *Presented at the American Political Science Association's annual meeting.*

the American Political Science Association's annual meeting.

(11) **Shuls, J.V.** (March 2014). Spiking salaries: Analyzing the impact of collective bargaining on teacher salaries and pension benefits. *Presented at the Association for Education Finance and Policy's annual meeting.*

(10) **Shuls, J.V.** & Trivitt, J. (March 2013). High school, high scores: Analyzing determinants of effectiveness on end-of-course exams. *Presented at the Association for Education Finance and Policy's annual meeting.*

(9) **Shuls, J.V.** & Galbraith, K. (March 2013). Available seats?: Survey analysis of Missouri private school participation in potential state scholarship programs. *Presented at the Association for Education Finance and Policy's annual meeting.* (Poster session)

(8) **Shuls, J.V.** & Trivitt, J. (March 2012). What makes a teacher effective?: An analysis of teacher credential's impact on value-added student achievement. *Presented at the Association for Education Finance and Policy's annual meeting.*

(7) Bowen, D., Buck, S., Mills, J., & **Shuls, J.V.** (March 2012). Risky business: An experimental analysis of teacher risk preferences. *Presented at the Association for Education Finance and Policy's annual meeting.*

(6) **Shuls, J.V.** & Trivitt, J. (Nov. 5, 2011). Teacher Prep: Examining Determinants of Teacher Effectiveness. *Presented at the Association for Public Policy Analysis and Management's 33rd annual research conference.* (Poster session).

(5) **Shuls, J.V.**, Maranto, R., & Ritter, G. (April 9, 2011). Overcoming the Geographic Teacher Shortage: Lessons from KIPP Delta. *Presented at the American Educational Research Association's annual meeting.*

(4) Maranto, R. & **Shuls, J.V.** (April 9, 2011). KIPPnotization: A case study of culture building. *Presented at the American Educational Research Association's annual meeting.*

(3) **Shuls, J.V.**, Ritter, G., & McGee, J.B. (March 25, 2011). Coming and Going: Selection and Attrition at One KIPP Campus. *Presented at the Association for Education Finance and Policy's annual meeting.* (Poster Session).

(2) Maranto, R. & **Shuls, J.V.** (Jan. 7, 2011). The first day of KIPP: A case study. *Presented at the Southern Political Science Association's annual meeting.*

(1) Jensen, N.C., Ritter, G.W., & **Shuls, J.V.** (2010). NWEA assessments and performance pay: A case study of the eSTem Public Charter Schools. *Presented at NWEA Summer Conference, Portland, OR.*

REGIONAL AND LOCAL

(1) **Shuls, J.V.** (October 2013). Compensation schedules and performance pay. *Presented at the Missouri Charter Public School Association's annual meeting.*

INVITED PRESENTATIONS

(9) **Shuls, J.V.** (December 2017). School Finance in Rural America. *As part of the Rural Education in America: Challenges and Promise conference hosted by the American Enterprise Institute.*

(8) **Shuls, J.V.** (November 2017). School Choice as a Means of Integration. *Hosted by the Federalist Society at St. Louis University.*

(7) **Shuls, J.V.** (June 2016). Common Core and the Growing Need for Decentralization in Education. *Hosted by the Orange County Federalist Society.*

(6) **Shuls, J.V.** (February 2016). Debate with Hyman Bass on the Common Core State Standards. *Hosted by the Federalist Society and the Education Policy and Law Society of the University of Michigan.*

(5) **Shuls, J.V.** (October 2015). Vergara and the Future of Teacher Tenure. *Hosted by the Federalist Society of the University of California, Davis.*

(4) **Shuls, J.V.** (February 2015). The future of education in Kansas City. (Panelist). *Hosted by the Kansas City Federalist Society.*

(3) **Shuls, J.V.** (February 2015). Learning to teach in a changing system. *Presented as part of the "What's Current Wednesdays" series hosted by The Current at the University of Missouri – St. Louis.*

(2) **Shuls, J.V.** (October 2014). The Blaine amendment: The school choice barrier from the state of Maine. *Presented at the Annual assembly of the Missouri Catholic Conference.*

(1) **Shuls, J.V.** (November 2012). The salary straitjacket. *Presented to the Missouri Mathematics and Science Coalition*, Jefferson City, MO.

TEACHING AND MENTORSHIP

UNIVERSITY OF MISSOURI – ST. LOUIS

Ed Adm 6000: Charles Fazzaro Leadership Seminar

Ed Adm 6200: Demographic Contexts of Education

Ed Adm 6301: Education Administration Policy Research

Ed Adm 6401: School Staff Development and Supervision

Ed Adm 6404: Collective Negotiations in Education Organizations

Ed Adm 6501: Principles of School Finance in Missouri

Ed Adm 6502: School Buildings and Sites

Ed Adm 6503: Organizational Change in Education

Ed Adm 6701: Leadership for Equity

Ed Adm 6706: Diagnostic and Strategic Planning

Ed Rem 6730: Educational Program Evaluation

UNIVERSITY OF ARKANSAS

CIED 3033: Classroom Learning Theory

CIED 3093: Essentials of Literacy

DOCTORAL DISSERTATION COMMITTEES

Amy Meeks, Ph.D. (Completed, Aug. 2016). Below the surface of special education

administration turnover (Committee Member)

Kathleen Vierod, Ed.D. (Completed, March 2016). School based mental health as it related to student outcomes (Committee Member)

Will Armon, Ed.D. (Completed, March 2016). The paradox of impoverished Missouri schools: The school districts in Missouri that need more often get less (Committee Member)

Cheryl Hermann, Ed.D. (Completed, March 2016). Educational research for children who are Deaf (Committee Member)

Joycelyn Pugh, Ed.D. (Completed, March 2016). The impact of Every Student Succeeds Act on equitable Title I services for nonpublic school students (Committee Member)

Katie Rahn, Ed.D. (Completed, March 2016). The early childhood crisis in Missouri: The demand for access to high quality ECE for low-income children (Committee Member)

Kevin Martin, Ed.D. (Completed, March 2016). Elevating teacher quality: Teacher tenure reform applying lessons from other fields (Committee Member)

Mary Hardy, Ed.D. (Completed, March 2016). Missouri's missing education policy: Supporting systems for districts with high student mobility rates (Committee Member)

SPECIALIST ADVISEES - COMPLETED

Ashley McMichael, Ed.S. in Educational Administration (2017). Improving School Culture: Implementing a Rubric for School Walkthroughs (Committee Chair)

Jeff Tandler, Ed.S. in Educational Administration (2016). High Expectations Yielding

High Results in Urban Education. (Committee Chair)

Richard Regina, Ed.S. in Educational Administration (2015). Descriptive Analysis of

Teacher Attendance Patterns in a Suburban Midwestern School District. (Committee Chair.

PROFESSIONAL DEVELOPMENT

LEC Public Policy Conference on Solving the Public Pension Crisis for Law Professors (Accepted to Attend, December 1-2, 2016), George Mason University

University of Missouri Faculty Scholars (2015 – 2016)

SERVICE CONTRIBUTIONS

PROFESSIONAL AFFILIATIONS

Association for Education Finance and Policy (2010 – Present)

American Education Research Association (2011 – 2012, 2015 – 2016)

Association for Public Policy Analysis and Management (2011 – 2012, 2015 – Present)

Missouri Professors of Educational Administration (2015 – Present)

NATIONAL & INTERNATIONAL SERVICE Peer Reviewer:

Educational Policy, Journal of School Choice: International Research and Reform, The Social Science Journal, The Rural Educator

Volunteer:

Association for Education Finance and Policy annual conference

□ Assisted with registration and organized attendance counting (2012 – 2016)

Session Chair:

Association for Public Policy Analysis and Management's annual conference (2015)

Association for Education Finance and Policy's annual conference (2015, 2016)

Grant Reviewer:

Office of Public Charter School Financing and Support at the Office of the State Superintendent of Education, Washington D.C. – CS3 Grants, and Replication and Growth Grants. (2011)

DEPARTMENT, COLLEGE, & UNIVERSITY SERVICE

University of Missouri – St. Louis

Committee Member, Faculty Affairs Subcommittee on Faculty Research (2017)

Managed Admissions Process (2015 – 2017)

Organized Leadership Speakers Series (2016)

Program director for educational leadership (2016 – Present)

Department representative on the Committee for Program Quality (2015 – Present)

Developed new M.Ed. in Educational Administration program (2014 – 2016)

Department Liaison, Dept. of Elementary and Secondary Education (2015 – Present)

Guest Evaluator for Ed.D. Comprehensive Exams (2015)

Search Committee, *E. Desmond Lee Endowed Professor of Urban Education* (2014)

Proposal Reviewer, *University of Missouri Research Board* (2014, 2017)

Committee Member, College of Education Graduate Education Committee (2014)

University of Arkansas

Coordinator, Department of Education Reform's Lecture Series (2011 – 2012)

COMMUNITY SERVICE

Appointed by Missouri Senate President Pro Tem Ron Richard to serve on the Personal Finance Working Group tasked with developing new learning standards (2016 – 2017)

Member, St. Louis Public Schools Superintendent's Leadership Advisory Committee (2015 – 2016)

Appointed by Missouri Senate President Pro Tem Tom Dempsey to serve on K-5 committee tasked with developing new learning standards (2014 – 2015)

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ACADEMIC UNITS

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ADMINISTRATION

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- Chancellor
- Finance and Administration
- Human Resources
- Information Technology
- University Advancement

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